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CONVOY DISPATCH



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VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1997 #161

Time to Move Forward

The Teamster Election

As we go to press, Teamster Election Officer Barbara Zack Quindel has still not certified the IBT election of last December. She continues to investigate post-election protests. We hope she will certify the results soon, so that our union can move forward to a new phase of Teamster history. We have that opportunity because the election process allowed Teamsters to debate our direction. In the end, the members voted to go forward, not backward.

Already, in the first months of 1997, our Teamsters union has:

- set in motion a major contract campaign among UPS Teamsters.
- become the nation's leading force fighting for trade agreements that protect working people.
- launched major new organizing drives.
- chosen Richard Nelson to head the Freight Division and to lead a rank and file campaign for a strong freight contract.

That's the beginning of the direction that Teamsters voted for.

The Election Officer's investigation focuses on a questionable \$95,000 contribution to the Carey Campaign.

Michael Ansara, who runs a union-oriented telemarketing company in Boston, has already pleaded guilty. Martin Davis has been charged with plotting a kickback scheme. Davis solicited campaign donations from Ansara's wife while Ansara's business was being paid to work for the Teamsters to place calls to members about the Congressional and Presidential races last November. Davis was hired as a consultant to the Carey Campaign to create and mail some of the campaign's late mailings.

Anyone who broke the law—from either campaign—should be investigated and punished. It may be that one or more high priced political consultants acted as leeches on our great union to pad their fees. No such person has any place in labor. They have brought shame on our union and on Ron Carey's reform program.

Facing Hoffa Junior's \$4 million war chest, the Carey Campaign recruited what they thought would be high-powered help. It was a serious mistake.

But the Teamster election was not decided by consultants. It was decided

in the locals and in the shops by Teamster leaders, activists, and, above all, by rank and file Teamsters. The Election Rules were enforced on all sides. This election was the most democratic in the history of our union.

Forum for All Views

This election gave a forum for all viewpoints. At its best the campaign set up a year-long debate on our union's direction. Consultants didn't do that. Teamsters did that. We should all take pride in that Teamster democracy.

When Ron Carey found out there was a problem, he ordered a policy of full cooperation with the investigation by the IBT. He also ordered the prompt return of the allegedly bogus donation, and others that were solicited in the same time frame.

The return of an improper donation is the same remedy the Election Officer ordered against the Hoffa forces when they were caught diverting large sums of union money for campaigning purposes in the Real Teamster Caucus case, and in a scam where Hoffa-candidate T.C. Stone converted \$45,000 in union funds to campaign funds. Well over \$100,000 was returned by the old guard camp in those two calculated schemes planned by candidates on the Hoffa Slate to divert union funds. And that was early in the campaign, when money was critical and used to establish the Hoffa machine and campaign.

Meanwhile, these important Teamster issues are being exploited by anti-labor forces. The *Wall Street Journal*

has run two editorials and several articles urging Republicans to use the Teamster investigation to go after labor. Some in Congress are actively intervening in the Teamsters, hoping to divert the issue of campaign finance reform toward attacks on unions.

Typical is Congressman Jon Christiansen (R-Neb). He told *The Hill* on June 11 that for the Republican Party to be pleased, "The man labor must elect is Jimmy Hoffa Jr., who represents the new thinking of the labor movement." Christiansen is a key sponsor of the bill that would reclassify all bakery drivers as "independent contractors," thus losing all employee benefits and union representation.

Rank and File Movement

Teamsters for a Democratic Union stands by the process of having an impartial Election Officer to monitor our election. We stand by the democratic—one member one vote—system that has allowed our union to start a great transformation. We know there are old guard forces in our union, and corporate forces outside, that want to destroy that democracy. And there are pockets of corruption that can infect any political faction in our union.

Now, more than ever, Teamsters need an independent movement—one that gets no funding from the union—to work without hesitation for the single goal of a strong and democratic Teamsters union. Fortunately, we have that movement—TDU. If you agree, then you should join TDU today.

TDU Builds Strong Members

TDU builds strong members with education, involvement and information. And strong members mean a stronger union, better contracts, and more power on the shop floor.

Help build our union—

JOIN TDU TODAY!

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.
TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



How did these Teamsters walk off the job—and get paid for it? See lead story page 6.

LETTERS FROM OUR MEMBERS

Rank and File Need to Be in Negotiations

I would like to make a few comments regarding the question of having or not having rank and file employees on the negotiating committee for contracts. To the best of my knowledge Vicki Burns and myself were the first two to have the honor in the South. We were on the freight committee and were present for every session.

We worked hard and are very proud of what we accomplished. Contrary to the beliefs of many of the workers these jobs are not high living, fancy party, big spending vacations. Company officials test your knowledge of not only the present contract but on contracts for the past 20 years. They will try your patience by only meeting two or three hours a day and if you are not cautious they will try to take everything away that you presently have.

When you return to work all worn out and feeling good, thinking you have done a good job, all hell will break loose because you didn't get every gripe in the book solved in the contract. To add insult to injury, a few months down the road you will find out that the grievance committee had interpreted something you negotiated totally opposite to the way you agreed at the negotiations.

But it is fun to watch the faces of the company people when you sit right there and look them straight in the eye and tell them they are wrong. It is very important to have working people on the committee. Most of the time these workers are the only ones that actually know what is happening at the present. Working conditions and methods are changing so fast that the company and union officials are usually outdated.

In most locals the officers will be ticked at you because they think they should be going, not a lowly worker. And oh yes, they will know more about the contract than you do although they were not there.

All workers should have the opportunity at least once to sit on these committees and there might be a different attitude among the workers. Never let a few local presidents griping and complaining about having to

send workers to negotiations stop such an important part of the union. Keep up the good work.

Robert Beasley
Local 512, Retired
Jacksonville, Fla.

Fleming Foods Outsourcing Union Jobs

Fleming Foods, the nation's largest food wholesaler, is in a process of "re-engineering" — outsourcing the jobs of union drivers.

Jobs in Memphis were outsourced to J.B. Hunt. After Fleming eliminated all of its equipment, J.B. Hunt increased their rates. They are now higher than if Fleming hauled its own products.

Fleming outsourcing is taking its toll on union drivers. The company claims it is going to eliminate most of their tractors and trailers. Fleming claims that their customers want to get their own trucking companies to save money on delivery charges. But Fleming is the company negotiating with cheap trucking companies, and then they pressure their customers to use these selected primary carriers.

This is Fleming's way of getting rid of all union drivers.

Bob Rapp
Local 104, Fleming driver steward
Phoenix

Need Right to Recall Officers

We need the right to recall local leaders any time during their term if they represent the employers instead of the employees. This is the biggest problem in the Teamsters union. To have to wait three years to vote them out is criminal.

There is no way to know a person's character for sure until they are in office. Any bum elected on lies should be thrown out long before their term expires.

Charles H. Hagerty
Local 2727, UPS
Georgetown, Pa.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.
TDU can be contacted via e-mail at: tdudetroit@igc.org
or on the World Wide Web at: <http://www.igc.org/tdu/>

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Same Old Tricks in Local 396

Your readers were surely fooled, as was the writer of the article "Old Dogs Learn New Tricks" in the June/July *Convoy Dispatch*. That Local 396 held one parking lot meeting for the UPS contract is no great achievement. Secretary-Treasurer Raul Lopez would have never disappointed UPS management if he weren't on the National Negotiations Committee and if he didn't have an International representative looking over his shoulder.

By the way, there is more than one building that Local 396 represents. Did TDU forget Local 396 scabbed in the February 1994 health and safety strike?

Rick Grant
Local 396, UPS
Los Angeles

Pension Funds Need Improvement

Our pension fund directors need to be under supervision. When a guy like T.C. Stone, formerly of Dallas Local 745, can pocket a lump sum of over a million dollars, and Central States pays some retirees a small amount, this is first class corruption!

The very small payments that older employees are apparently stuck with, and the amount present retirees are receiving, is discrimination in its worst form. I started to work in the freight industry in 1940, put in 42 years, and am receiving \$775 per month, and now I think some retirees are receiving \$16,000 to \$2,000 per month.

J.L. Abernathy
Local 941, retired ABE
Lubbock, Texas

MOVING?

Be sure to notify TDU of any change of address. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Diana Kilmury, Vancouver, B.C., Local 155
Michael Ruscigno, New York Local 802
Michael Sawwoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Mike Turnure, Minneapolis Local 320

Members:

Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Patrick McBride, Tacoma, Wa., Local 599
Mike McGowan, Memphis Local 667
Lucio Reyes, Stockton, Calif., Local 601
Willie Smith, Columbus, Ohio Local 413

Alternates:

Alex Adams, Cleveland Local 407
Diane Hendricks, Springfield, Ill., Local 916
James Jacob, Providence, R.I., Local 251

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers — every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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Nelson Takes Freight Director Post

Richard Nelson has been named Freight Director for the International union by Ron Carey. Nelson told us that he knows what a difficult and challenging position this is, but is eager to help strengthen our union in the industry he's deeply involved in. He's also committed to do what he can to improve pension benefits.

Nelson is the president of Oklahoma City Local 886 and an International vice president at-large. He brings a long history in freight, as a 30-year Teamster. He worked at Leeway and ANR (Graves) for over a decade, and as a freight business rep for another decade. In 1993 Nelson ran successfully on a reform platform for president of Local 886 and is now in his second term. He's also been a member of the Teamster National Freight Negotiating Committee for the past several years.

In the recent campaign for International office, Nelson campaigned



vigorously in several states and had a chance to hear the concerns and ideas of thousands of freight Teamsters.

Dennis Skelton, who was Freight Director for the past five years, has moved to head up the Community Services Department of the IBT.

Freight Lines

The Two Faces of Roadway.

To hear Roadway CEO Michael Wickham tell it in trucking industry trade journals, the company wants nothing more than peace and harmony with the Teamsters. As they say goes, though, actions speak louder than words. When office workers at the Roadway terminal in North Reading, Mass., decided they wanted to join Teamsters Local 653, Roadway management produced a textbook anti-Teamster campaign to turn down the vote.

Roadway's literature had all the classics: "They [Teamsters] don't have the power to make the company do anything;" "They negotiated away one of every three members' jobs in the last 16 years;" "The union may give up other benefits you might be fighting for to obtain a check-off;" and countless scares about union "fines."

To top it off management claimed International officers are not directly elected by the membership! We hope Roadway is more careful with its facts than it is with Teamster history when coming to the bargaining table next year.

P.S. The workers won the vote five to four.

Roadway's Attendance Shell Game.

Roadway's stock bonus program is designed to make us think management is Santa Claus with a Big R on his chest. But it isn't. It's actually a low-cost way of pressuring people on attendance and making us think we own a piece of the company.

This past winter we had unusually bad weather—including black ice—a few days here in Nashville. I missed three days of work due to inability to get up a hill on the way to the terminal. I was told by management that I could either move or lie and say I was sick, to qualify for their little stock bonus!

We don't need bogus stock programs that undermine unionism. We need a strong union that wins us a good 25-and-out retirement program.

—John Carr, Local 480, Roadway, Nashville, Tenn.

Figures Don't Lie, But Liars Can Figure.

Why does management have so much trouble telling the truth about what they pay us? A recent issue of *Traffic World*, a management publication, stated that TMI said NMFA carriers pay "\$25,000 per employee (per year) for health and welfare and pension." When we sent them a letter pointing out that the correct figure is \$14,400, for some reason they failed to print that letter or a correction. Perhaps we need a contract clause guaranteeing that they pay us what they claim in the press to pay us.

Will Employers Provide Info?

Management is required by the National Labor Relations Act (NLRA) to provide information to our union that our negotiators need for contract bargaining. We all know what the law says and what they actually do are often quite different. Trucking Management Inc. (TMI) wants early bargaining for a new NMFA. Our union has made serious requests for information. Let's see what TMI and the companies do now.

The FMLA Handbook

A Practical Guide to the Family and Medical Leave Act for Union Members and Stewards

The Family and Medical Leave Act can save members' jobs, win grievances and expand off-time benefits. But don't expect your boss to tell you about it!

Attorney Robert Schwartz has written an informative, easy-to-use handbook for union members who want to know their rights.

Learn how to use this important new act to benefit yourself and your co-workers. \$9.95 each.

Number of copies ordered: _____

☐ check or money order

Visa/Mastercard # _____ Exp. date ____/____/____

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

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After Local Refuses to Act

Members Win \$370,000 from Allied Delivery

Allied Systems is poorer but wiser after a crash course on the federal plant closing law from TDU member Matt Studd and others who joined with him in filing a class action against Allied for closing its facility in Smyrna, Tenn., without providing sufficient advance notice to affected employees. Allied's Smyrna yard was dedicated entirely to Nissan traffic. When Allied learned that Nissan had decided to transfer its Smyrna traffic from Allied to Cassens and CCI, Allied should have promptly informed its employees. Instead, Allied accepted Nissan's offer of a large cash payment in exchange for the earliest possible closing.

WARN Act

The Worker Adjustment and Retraining Notification (WARN) Act gives workers the right to 60 days advance notice of a plant closing or layoff affecting 50 or more employees. Both

affected employees and unions are entitled to sue to enforce the act.

Barbara Harvey, a long-time TDU attorney, filed the class action under the WARN act with Kary Moss, director of the National Lawyers Guild's Sugar law Center for Social and Economic Justice, on behalf of Allied mechanic Matt Studd and four Allied drivers after Local 327 president Dave Hodgins refused to file the suit. The lawsuit was settled on the day before trial for a total of \$370,000 to be divided among the 77 employees who transferred to Cassens and CCI or were laid off, with attorney fees to be separately ordered against Allied by the court.

The victory reminds us that the WARN Act is a legal tool that aggressive local unions may use to the members' advantage at the bargaining table when dealing with plant closings and relocations.

U.S. Justice Dept. Gives OK

Allied - CCI Merger

The sale of Ryder's Automotive Carrier Services to Allied has passed its antitrust review by the Justice Department. The sale still awaits similar approval from the Canadian government. No date has been set for the consolidation.

Allied's purchase price of \$114.5 million appears to be a bargain, especially considering that Allied will control a clear majority of the new car hauls in North America. Ryder has about 39 percent of the market and Allied about 25 percent. None of the

Big Three auto makers filed an objection to the merger.

An issue of great concern to car haulers is Ryder's drive to get a cut-rate Teamster deal for hauling used cars. Some union leaders are advocating such a deal, but any move to lower rates will tend to spread like a cancer and undercut our national contract. Any deal cut with Ryder would carry over to Allied.

Ryder has reportedly agreed to a five-year moratorium on re-entering the carhaul market.

Central States

Pension Reform Fight Gathers Steam

With petitions still coming in every day, over 15,000 signatures have been collected from Teamster members in the central and southern regions demanding pension reform at Central States. Larry Earwood, coordinator of the Members Pension Fund Committee out of Dayton, Ohio reports that petitions continue to come in on a daily basis from a wide geographic area. Signatures have been gathered from virtually every major Teamster local in the Central States from Florida to Minnesota and from Texas to Ohio.

The petition drive continues a long battle by Teamsters covered under the plan to improve benefits, loosen restrictive rules, and make the fund trustees accountable to the membership.

In the last three national contracts in freight, carhaul and at UPS, Teamster members have won the highest pension contribution increases in history. In

many smaller pension funds, this has translated into significant benefit improvements for the rank and file. At Central States, the four union trustees who remain unaccountable to the members, have played politics with the members' money and refused to improve benefits despite a 25 percent increase in assets since 1995.

Reform Locals Build Support

Atlanta Locals 528 and 728 are putting its full support behind the petition drive by circulating petitions to local stewards and activists. Local 528 featured the petition in a full-page story in the June issue of the local's monthly newsletter. Other locals are making similar efforts to help spread the petition beyond UPS, freight, and carhaul Teamsters into white paper contracts covered under the Fund.

As *Convoy Dispatch* went to press, Mason City, Iowa, Local 828 and

Youngstown, Ohio, Local 377 reported that their local executive board's had passed resolutions calling on the trustees to take immediate steps toward increased benefits, less restrictive rules, and more cooperation with our national negotiating committees to ensure Teamster members get the benefits they bargained from our employers.

Several other reform locals in the

Central and Southern regions are committed to passing similar resolutions either through their local executive boards or at the next scheduled general membership meeting.

Ask your local union officers if they intend to pass a similar resolution. If you would like a copy of a model resolution to bring to your next union meeting contact the TDU office at (313) 842-2600.

British Airways Strike Generates Worldwide Support

British Airways and 8,500 flight attendants represented by the British Airways Stewards and Stewardesses Association/Transport and General Workers Union are still at a stalemate after a 72-hour strike that grounded many BA flights worldwide. According to the British press, 60 percent to 80 percent of BA's flights were halted. The airline was forced to park airplanes in Spain and Switzerland due to lack of space in London.

The strike began July 9 after BA unilaterally imposed a restructuring of wages. The wage changes, previously adopted by a 3,000-member breakaway flight attendants union, would increase the base pay at the expense of mileage bonuses and pay calculated based on conditions. These changes have the end result of reduced take-home pay over time. Management attempted to sweeten the changes by offering to make up losses in pay for three years. Crew members were not impressed by this, as many exclusions and exceptions would apply to the make-up wages. Reductions in pay for new hires would introduce a two-tier wage scale.

Company Intimidation

In the days leading up to and during the job action BA management utilized extraordinary tactics of intimidation, including phone calls to workers, threatening dismissal if they supported the strike. The airline also threatened workers with the suspension of travel privileges and loss of promotion opportunities until March 2000. A letter sent to union members stated that strikers would be dismissed and individually sued for any business lost by BA due to the strike.

Back in May, BA shut down the union's offices at Heathrow and Gat-

wick airports in London, telling a London newspaper that "it was normal procedure for any company to withdraw support from a union that was threatening disruptive action."

More recently, BA threatened legal action against the union's parent organization, the TGWU for alleged strike vote irregularities. They also threatened action against the International Transport Workers' Federation (the Teamsters union is the U.S. affiliate of the ITF) for promoting international support for the BA flight attendants.

Worldwide Support Actions

Around the world, workers took action to support the strikers and also to prevent BA from hiring charter services to break the strike. The ITF press release of July 18 lists a number of locations where solidarity actions took place. "BA made approaches to the largest charter carriers Tower Air, World Airways and American Trans Air. Both World Airways and American Trans Air, whose pilots are organized by the International Brotherhood of Teamsters, declined BA contracts. The Association of Flight Attendants made it clear to Tower Air before the strike that the union would not accept strike breaking by the company."

Flight attendants at BA's subsidiary in France held a one-day solidarity strike, while the ground crews struck for a week. BA check-in personnel in Paris' Roissy Airport went on strike for 72 hours in support.

In a separate situation, 9,000 BA ground crew workers also represented by the TGWU decided not to strike, but to continue negotiations to prevent the sale of BA's flight catering division.

Local 2000 Flight Attendants Say 'It's Time'

Reform activists in the 9500-member flight attendants Local 2000 will be running for office this fall for Executive Board and business rep positions (called base representatives). Reform candidates—including TDU members—recently announced various candidacies as well as their slate name: It's Time.

"It's Time" was chosen to coincide with the negotiations process with Northwest Airlines. The flight attendants' contract became amendable over a year ago, and the elected negotiating committee has been in active negotiations for months. It has been over 10 years since the flight attendants have had a pay raise, and working conditions have deteriorated substantially over the past four years.

Meanwhile, Northwest continues to be among the most profitable airlines in the world. To the flight attendants, "it's time" to share in the profits.

It's time for a democratic Local 2000. The local leadership has badly

lost touch with the flight attendants on the line.

Local 2000 president Bruce Retrum signed a side-letter with Northwest early this year (not yet in effect) without a vote of the members. Its terms allow Northwest to schedule flight attendants up to 13 hours of flight time, or even 14 under unusual circumstances. Prior language restricted the company from scheduling over eight hours in any 24-hour period.

Many members are concerned about the ramifications of this deal. It could result in possible layoffs and staffing problems. They also believe that it would allow the company to build the kind of trips that will be hard on the workforce, since many of them commute to their bases from other cities. It's time to stop this deal before it goes into effect.

It's time for a new responsive leadership in Local 2000. In October, members will get a chance to put one in place.

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Labor Board Says No to Big Brother

The National Labor Relations Board (NLRB) has affirmed the decision of an administrative law judge who recently ruled that an employer must bargain with the union before the installation and use of hidden surveillance cameras in the workplace.

The case arose after Colgate-Palmolive was caught (by the union) having installed a camera in the air vent in a rest room. Shortly thereafter more hidden cameras were found.

The company argued that bargaining with the union before a hidden camera is actually installed would mean it was

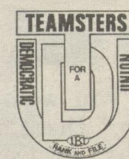
no longer hidden. But Section 8(a)(5) of the National Labor relations Act requires that employers bargain in good faith about wages, hours and other terms and conditions of employment. The union argued that the use of hidden surveillance cameras is a "condition of employment" because it affects the working environment of employees and has the potential to affect their job security.

The judge, and later the NLRB, sustained the union's position.

Let's hold Big Brother to the letter of the law.

SPECIAL UPS CONTRACT SUPPLEMENT

Convoy Dispatch



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1997

We Won't Be Bought

Teamsters Draw the Line at UPS

It's time for Teamsters to draw the line with UPS.

This is a company that makes over \$1 billion in clear profits a year, but keeps 60 percent of its workforce stuck in part-time jobs. This is a company that pays those part timers an average of just \$10 an hour, a rate that has been frozen since 1982.

This is a company that pulls in profits four times faster than its nearest competitor, but says it needs to subcontract out more jobs.

This is a company that thinks it can walk all us. They doubled the weight limit without even bargaining with our union. This billion dollar company has an injury rate nearly twice the average in the delivery industry.

This is a company that's trying to buy us and our union off while gutting our contract and our future. On July 22 they put an offer on the table that contains all kinds of take-aways: more conversion of full-time jobs to part time; more subcontracting our jobs away;

even taking away our right to respect a picket line. They included a "bonus" of \$3,060 for each full timer and \$1,530 for each part timer to try to buy us off.

We Won't Be Bought

We won't be bought. We're going to draw the line with UPS.

This contract is about the future of 200,000 hard-working Teamsters. But it's about even more: it's about the future of our union and the future of working America. We're drawing the line on corporations turning good jobs into low-wage, part-time jobs, subcontracting out our jobs, and to a growing wage gap between a living wage and the low wages paid to new hires.

If we can't turn it around at UPS, how can we turn it around anywhere?

UPS Is Vulnerable

UPS is vulnerable to a strike. They are afraid that even a short strike will hurt market share, especially in the air delivery market. They can't build up

inventory the way a factory can. They can't get the work done in Brazil or Indonesia.

This is no time to compromise away our goals. It took major strikes to build our unions and win us wages, benefits and dignity. Our generation has benefitted because those before had

the courage and foresight to draw the line. Now it's our turn.

It's time for all UPS Teamsters, whether they serve on the UPS negotiating committee or handle packages, to take a stand. All 1.4 million Teamsters are ready to lend a hand, and all of America is watching.



IBT Contract Campaign Coordinator Bob Blanchet leads a rally of UPS Teamsters demanding a decent contract in San Francisco's Union Square on June 27. UPS pilots joined the demonstration in a show of solidarity with UPS Teamsters.

What's Their Game?

Why is UPS management still—in late July—putting ridiculous take-aways that they know we will never accept on the table? Are they crazy, or do they have a plan?

They have a plan. They want us to focus on their proposals, instead of ours. That way, they can pull their decoys off the table, and hope to get us to settle short.

Remember this: before bargaining even started, chief management negotiator Dave Murray described what he wanted, on a tape provided to all supervisors. He said he would be happy to sign the same contract lan-

guage we have now, with pay increases for full timers, benefit increases, and bonuses for all.

Why would we settle for what we could have gotten with no bargaining or struggle?

Keep your eyes on the prize:

- More full-time jobs in every UPS building.
- End subcontracting.
- Close the wage gap, raise the part-time base rate.
- Wage improvements and pension improvements.
- Health and safety protections.
- Grievance procedure reform.



RANK AND FILE SPEAK FOR YOU. There are four rank and file UPS workers on the union's National Negotiating Committee. They're shown here at the Teamster headquarters in Washington, D.C. From left: Todd Hartsell, Des Moines, Iowa, Local 90 package car driver; David Dethrow, St Louis Local 688 package car driver; Mike Knear, Louisville, Ky., Local 89 part timer; and Wesley Jenkins, Dallas Local 767 feeder driver. Management (and some old guard union officials) don't like the idea of rank and file Teamsters being on the Committee. We feel they bring important knowledge and membership contact.

Ready To Strike

We need to prepare for a strike. That's the best way to convince management to bargain seriously, and it's also how we'll be able to be effective if we have to strike for a good contract.

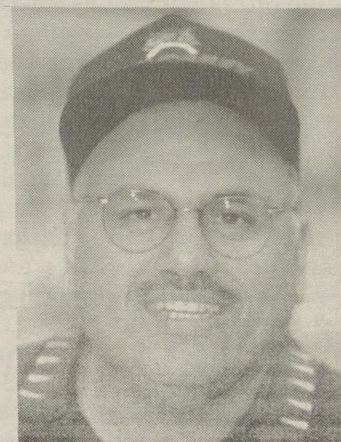
Ron Carey, on July 21, directed all locals to make preparations to be ready to strike. A two-page outline, "UPS Local Union Strike Sugges-

tions," was made available. The International's Field Services Department is available to help locals.

This outline covers picket-line rules, mass meetings, communications, media, establishment of a strike headquarters, and building community support. If you would like a copy or information on how to get involved, contact your local union or the TDU office.

"We gave UPS our reasonable proposals four months ago, and we've been trying to negotiate seriously ever since. Now, close to the expiration, they're still trying to give us ridiculous take-aways. They have to understand that we're not going to settle for another 'OK' contract. I want this to be the year UPS Teamsters remember as a turning point for our union and our future"

—John Riojas
International vice president,
member of National Negotiating Committee,
and former UPS package car driver.



Jonesboro, Ark.

One of the Best Organized Centers in U.S.

"It shows you what determined people can do." That's how Local 878 steward Robert Lloyd summed up the situation in Jonesboro. This Arkansas town is home to one of the best organized UPS buildings in the country.

Robert, along with his wife Suellen, steward Garmon Price, and other active Teamsters, has been working for months to build Teamster unity, pride and strength. One incident on Wednesday, July 2 brought their efforts to a head.

All 15 part-timers on the afternoon reload shift showed up for work wear-

ing IBT or TDU contract stickers. Management decided to impose a "no sticker" rule, because someone had put stickers on the belts and building. After some discussion, and after firing driver steward Garmon Price for allegedly "inciting a strike," the supervisor told them to either take the stickers off or leave.

They left. All of them.

"I was the last driver in that day, due to mechanical problems. When I arrived, there were 40-50 people in a nearby parking lot. A TV station showed up, and we got good coverage,"

Lloyd explained.

The next day, all 70 employees were going to come to work with stickers on. "Let them fire all 70 of us." But late that night, higher management called Lloyd to settle. An appropriate apology was issued and all employees were back to work and paid their average wage for the shift they missed.

The center is united, part time and full time. "Ready to Strike" signs are in the vehicles. When management had a meeting to blame the union for a lack of progress in bargaining, everyone came in wearing a sticker and ready to speak up. In the strike authorization

vote, of 70 total employees, a whopping 65 voted, all of them Yes. (Four of the other five were on vacation or unavailable.)

They are reaching out to seven other buildings in Arkansas and beyond to spread Teamster fever. "We don't recognize borders, we go where we're needed," Lloyd explained. Robert and Suellen are putting in 17-hour days to organize, in conjunction with other active Teamsters, IBT regional coordinator Mike McGowan, Local 878 and TDU.

Like Robert says, it shows you what determined people can do.

There Is Power in a Union

"The union never does anything for me. Why should I pay union dues?" How many times have you heard that?

Some of our UPS brothers and sisters seem to believe the pay and benefits they receive now come from the goodness of UPS's heart and the union has nothing to do with it. In fact, the wages and benefits that we now enjoy are the result of years of struggle and if we want to maintain and create more good jobs we have to be ready to fight as well.

Hear it from the horse's mouth. In a tape sent to all UPS supervisors, chief negotiator Dave Murray says, "If we look upon \$8 or \$9 as the part-time wage, we're wrong. \$8 and \$9 is the starting rate, the average part-time wage at UPS is now in the vicinity of \$10.50 an hour. In many of the communities that UPS operates in \$10.50 an hour is a fine full-time wage. Indeed in many areas we operate in the starting rate of \$8 and \$9 an hour is a fine full-time wage."



Over 50 Albuquerque, N.M., UPS Teamsters demonstrated at the Comanche UPS building with TDU's "Ready to Strike" signs on Friday morning, July 18. UPSers from the Aspen building joined the demonstration later in the day.

Union Wins Article 43 Arbitration Decision

During the 1993 UPS contract negotiations the union tried to do UPS a favor by allowing them subcontracting or mileage layover runs under very limited circumstances in situations involving custom contracts or Three-Day Select packages (Article 43). The idea was to allow conditions whereby UPS could offer their new Three-Day Select service, thereby growing their business and expanding job opportunities for UPS Teamsters. But, as always, when you try to do UPS a favor they began abusing it right from the start.

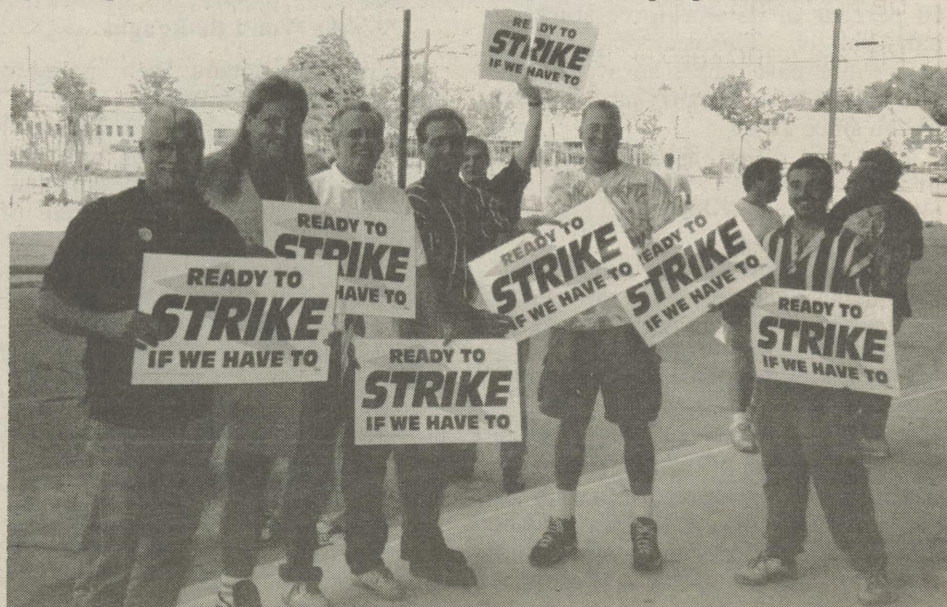
UPS has argued that Article 43 also involves what it calls "upgraded ground" or city pairs and has consistently evaded the existing feeder network by subcontracting or implementing mileage runs. Now arbitrator Michael Beck has sustained the union's position on Article 43.

This arbitration victory came in a case involving a mileage layover run between the Portland and Spokane,

Ore., areas. UPS argued it was entitled to put in the run because it had implemented one-day service between these cities. Feeder drivers from locals 690 and 162 filed grievances over the run, arguing that the hourly relay network of feeder drivers could perform this work, that it did not involve Premium Services, and it was never approved.

The Arbitrator agreed with the union position, finding that the company had violated Article 43 and ordered UPS to cease and desist from operating this run on a mileage layover basis.

This victory affords the union a valuable precedent. In order to try to support its argument that a past practice had been established allowing for these mileage runs, UPS submitted evidence that it has implemented a large number of city pairs mileage runs around the country. This decision provides a basis for the union to challenge all of these runs.



Freight Teamsters joined with UPS members to distribute contract campaign materials and "Ready to Strike" posters at the Cleveland Local 407 strike authorization meeting. The Ready to Strike posters were prominent at the meeting, which voted overwhelmingly for strike authorization.

TDU on the Move in Kentucky

UPS Teamsters in Paducah, Ky., held an early morning TDU meeting near their center on July 17 to make plans to fight for a good contract. Seventeen full timers met before work and later 15 part timers met after work at a nearby meeting place to get updated on the contract campaign. Six UPSers joined TDU on the spot.

These UPS Teamsters are ready to mobilize across western Kentucky. Drivers and part timers bought "Ready to Strike" signs to display in their car windows and stickers to wear inside at work. Earlier, southern Illinois district

management told the workers they could not wear stickers inside the building. When the UPSers learned about their rights at the TDU meeting they immediately set out to circulate a "petition for respect for the NLRA" in their center.

At the Bluegrass center in Kentucky, UPS Teamsters are following the old motto "Be Prepared." At a TDU meeting on July 16 they nominated four people to serve as strike captains if it becomes necessary. They pledge to do what it takes to support our national negotiating committee.

UPS Racial Discrimination Legal Problems Mount

UPS is being riddled by charges and lawsuits alleging racial discrimination. As previously reported in *Convoy Dispatch*, the NAACP is seeking class action status for a Northern California lawsuit claiming racially disparate treatment in the assignment of dangerous routes and the repeated use of racial epithets by white supervisors toward minority employees. Attorney Robert Chan claims that over 400 people have come forward as willing witnesses in this suit.

Meanwhile, also in Northern California, 11 past and current drivers have filed another lawsuit charging

UPS with discrimination, harassment, wrongful termination and sexual battery. The plaintiffs accuse the company's mostly white management of assigning them to the most difficult and dangerous routes and referring to African-American, Hispanic and Asian workers with racial epithets.

In a related development, the U.S. Equal Employment Opportunity Commission (EEOC) is seeking to join a class action lawsuit filed against UPS in St. Louis, claiming that black middle-level managers have little opportunity to reach higher-paying, upper-management jobs.

SHOW UPS WE'RE SERIOUS!

Ready to Strike stickers, T-shirts and posters are available from TDU.

All items display the design shown at right. Stickers are 2 1/2 by 3 1/2 inches; posters are 14 by 22 inches. T-shirts have a grey background.

**READY TO
STRIKE
IF WE HAVE TO**

Please send me:

____ T-shirts; \$10 (please circle size; sizes run small) XL XXL
____ stickers; \$10 per 100 ____ posters; \$10 per 10

Amount enclosed \$ ____

☐ check or money order

Visa/MC # _____ Exp. date ____ / ____

Return to: TDU, Box 10128, Detroit, Mich. 48210
Credit card orders may be faxed to (313) 842-0227.

How Safe Are UPS Package Cars?

Wade Meeks
UPS, Local 71
Florence, SC

Over the past several years, we in the Florence/Dillon/Sumter UPS centers in South Carolina have had over 25 known brake failures, most in package cars that are approximately 25 to 30 years old (Ford P 600s and P 800s) with a single master brake cylinder. We have also had trouble with hand brakes in these vehicles.

Two years ago I was involved in an accident while driving a P 800. As I approached a busy intersection I found I had no brakes, dodging several cars only to hit a median, a sign and a ditch. This vehicle had been written up for brake failures in the past. About one week after my accident the same car had two more brake failures in a one-week period. The mechanic told us that the brake line had broken in different places and that the package car was a piece of junk. I suffered a back injury and have permanent restrictions. At present I am fighting UPS for a job through the Equal Employment Opportunity Commission.

In another incident a driver was severely injured when his package car rolled several times while exiting an interstate. Although it was concluded that the brakes on his P 800 were faulty, UPS charged him with an accident on the claim that he was travelling too fast for conditions. The package car had been written up for brake failures a couple of times just days before the accident. The car was covered at the scene and towed to UPS where it was hidden and the DVIR records

mysteriously vanished.

Recently a UPS driver approached an intersection in a P 600 to find she too had no brakes. She collided into the rear of a car, sending both the driver and passenger to the hospital. When I arrived at UPS about an hour and a half later, I and another UPS employee tested the brakes. The brake pedal went to the floor. The next morning I heard that UPS stated that the brakes on the package car had been taken apart and put back together and nothing was found wrong with them. This was the same package car that had been written up just two days earlier for brake failure. As for our Teamster sister, UPS seemed more interested in how closely she was following the car she had struck than the driver's condition.

I have heard about several occasions where management has attempted to pursue package car drivers to continue driving vehicles once their brakes have failed. Management's solution to the problem has often been to try to find some brake fluid and add as needed.

A federal lawsuit has been filed due to the information and belief that these trucks are in violation of DOT standards due to their brake systems. Representatives of the IBT Safety and Health Negotiations Committee are concerned for our safety and would like to know if other centers have had or are having this same type of problem.

If you have any information or would like to know more concerning this matter please contact me at 2027 Hepburn Blvd., Florence, S.C. 29501, (803)665-6595.

Check-in Areas Before Work

Distribution Rights Upheld by NLRB

TDU member David Dunning, a steward at the Saginaw, Mich., UPS center, has won the right to distribute union literature in check-in areas in a National Labor Relations Board (NLRB) case. He also established that UPS has no right to remove postings from the union bulletin board that UPS views as demeaning to the company—in this case a union contract update that accused UPS of serious safety violations. The victory should help the union to stay in touch with members during negotiations.

Management directed Dunning to stop distributing *Convoy Dispatch* in the check-in room before drivers checked in for the daily morning meeting. He continued to distribute *Convoy* in the check-in area before the 8:30 a.m. start time, insisting that the check-in room was primarily a non-work area until the 8:30 a.m. meeting. On July 8 an NLRB administrative law judge or-

dered UPS to stop enforcing its no-distribution rule in the check-in area before the 8:30 a.m. start time for package car drivers.

UPS argued that it was entitled to enforce its no-distribution rule in the check-in area because training, check-in, and other work activities were performed there by supervisors and other employees both before and after the drivers' check-in time. The judge held that the check-in area was a non-work area "or, at most, mixed use area between 7:30 a.m. and the drivers' start time of 8:30 a.m., and that the drivers are in a non-work status during that period."

If your supervisor interferes with distribution of *Convoy Dispatch*, contract bulletins or other union literature, or with the posting of union contract bulletins on the union bulletin board, be sure to let your local know about this decision, or contact TDU.

Open Letter to the UPS Membership

Butch Traylor
Local 728, UPS
Atlanta, Georgia

Over the years we have shared many battles together. We've fought for and won the right to vote for International officers. We've won respect throughout the labor movement. We have however never faced any more critical battle than the one at the UPS negotiating table.

During the last months we have watched as management negotiators have ignored our call to stop the proliferation of dead end part-time jobs. We have been laughed at for suggesting that our senior members deserve a decent retirement. We have stood by while sub-contractors drove bargaining unit work out the door. We have seen our calls for a safe workplace stonewalled. And we have been referred to by one management negotiator as cowards and little nobodies who obviously don't deserve dignity or respect on the job or for that matter at the bargaining table.

Well, for 20 years I have worked to build UPS into the billion dollar a year company that it is today. The 185,000 Teamsters I work beside are the most courageous, hard-working men and women I have ever had the honor to be associated with. They make me proud to call myself a Teamster. They are neither nobodies nor are they cowards. They are the ones who produced the wealth that has been enjoyed by

management and they have both the guts and the gumption to stop the flow of dollars into the pockets of management if that is what it takes to win a fair and equitable contract.

We have petitioned and we have protested publicly in order to demonstrate to UPS management the depth of our resolve to be treated fairly and with respect. Unfortunately, UPS has viewed these actions as nothing more than gimmicks. It appears that acts of good faith and reasonable forms of communication are only interpreted as a sign of weakness.

Send UPS a Message

It is time to send a message of clear and absolute resolve to management. We call on all UPS members to participate in the contract campaign. In the absence of a fair and equitable new collective bargaining agreement that adequately addresses the issues and furthers the interest of the members we call on the International to conduct a nationwide work stoppage to commence and be sustained until such an agreement is in place.

In 1974, Local 804 struck UPS over many of the same issues we are fighting for today. "Doc" Dougherty, a trustee of Local 804, was killed on a UPS picket line that summer when he was run over by a scab driver. Just as he did we don't take these actions because we can afford to. We do so because we can't afford not to.

Check out TDU on the World Wide Web at:

<http://www.igc.org/tdu/>

We have TDU contract bulletins and links to other UPS contract related web sites.

UPS & Downs

Patsy Cline Ready to Strike.

In Valdosta, Ga., Local 728 Teamsters have adopted a contract theme song: "As I Go Walking After Midnight" by Patsy Cline.

Show Us The Full-Time Jobs!

In Washington State rider negotiations, management negotiator Jim Kline told the union committee that UPS could create inside full-time jobs but would not, according to part-timer and negotiating committee member Hobe Williams. That's right, there are ways to create many thousands of full-time jobs. Show us the jobs!

Management Recruits Teamsters.

Jim Reynolds of Virginia Local 22 would like to nominate his center manager for a union award. It used to be hard to get members to join the union in this "Right to Work" state. With management's attitude making the need for the union so clear, now it's 90 percent union.

Speaking of recruiting in Right to Work states, some locals have used the contract campaign to recruit hundreds of new union members, especially among the part timers. Memphis Local 667 and San Antonio Local 657 are two of them.

Rural Remote Leads To Layoffs and Bad Service.

Delaying deliveries in some areas may make good business sense, but irritated customers and displaced Teamsters don't think so. In Owensboro, Ky., Local 89 member Bobby Arnold reports that due to this scheme the equivalent of one full-time job has been eliminated for drivers.

Cover Driver Language in South Unfair.

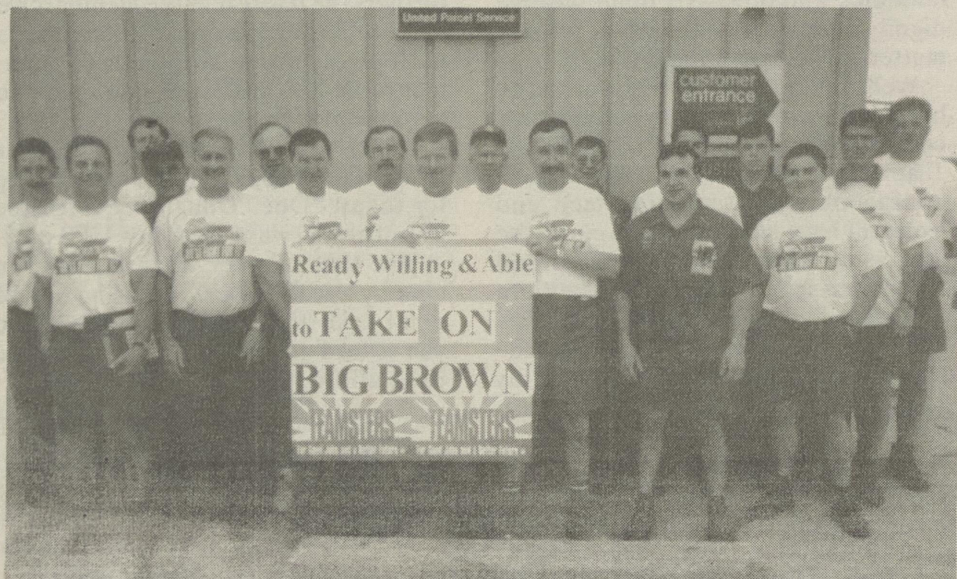
Members of Local 612 in Montgomery, Alabama report that 10 drivers in their building have been so-called "cover drivers" for five years. They get a cut-rate wage. They are in the crappy part-timer (company) pension plan. Show us the full time jobs!

Louisville Air Hub Steward Reinstated.

A Local 89 steward was fired when he refused to leave the shelter of the building in a severe thunderstorm. The entire facility was not permitted by airport authorities to go onto the tarmac. A supervisor directed the irregulars crew to violate this. Steward Tony Blair refused and three others followed his lead. UPS fired him for supposedly causing a work stoppage. Eventually Local 89 was able to discredit that claim and he was reinstated. Safety is not optional!

Some Locals 'Lose' Contract Materials.

Mel Lambert of Oregon Local 670 reports he has had problems getting "Union Yes" stickers and contract campaign materials aimed at rank and file members. The materials get mysteriously lost by the local. Even page two of the IBT UPS UPDATE—the page with info on how members can get materials directly from the IBT—was missing! "It is the members who suffer when locals do not keep them informed," says Brother Lambert. This is a problem with a number of locals, but many good members are getting out materials and info to members anyway.



At giant air hubs and small rural centers like the one above, Teamsters are letting UPS know they are ready to strike. With just days to go, these members of Mason City, Iowa, Local 828 have started practice picketing in front of their center.

N.C. Labor Dept. Sues UPS

The North Carolina Labor Department has filed suit against UPS for firing two workers at its Graham Street facility for reporting unsafe working conditions.

The firings occurred after several employees complained about packages that leaked gasoline; water leaking from a water fountain near an electrical box; and stacked packages that obstructed emergency exits.

Two employees, Marc Houston and Brent Lee, were fired when they

refused to climb onto a moving conveyor belt to dislodge jammed packages.

Following their termination, Houston and Lee filed grievances and UPS brought them back to work but without back pay.

By filing suit, the state hopes to force UPS to pay all lost wages incurred due to the unfair discharges. Regulators also expect the suit to halt any discrimination against UPS employees who raise workplace safety issues.



SMOOTH SAILING IN MONTANA. A UPS driver in Billings, Mont., sent photos of the road conditions he faces on his delivery route, this one taken last winter. Yes, there is a road in the photo, and yes, the cattle are in the middle of it. UPS tells drivers they have to average at least 45 miles per hour on their route.

Join TDU

TDU members have been in the forefront of the struggle for a good contract at UPS. We have distributed Contract Bulletins to keep the rank and file informed during negotiations and rallied the membership to support the union's just demands.

We have helped to mobilize members to deliver a strong strike authorization vote to notify the company that we are serious about these demands. And we have provided members with "READY TO STRIKE" stickers, posters and T-shirts.

At a time when keeping the membership informed is the key to a successful contract campaign it has been TDU that has done everything possible to do so.

Become a part of the rank and file army willing to struggle for a better contract. Join TDU today!

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ Package Car ☐ Feeder Driver ☐ Inside ☐ Other _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and part timers.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

INSIDE OUR UNION

Organizing for Justice

Teamster Human Rights Conference

The 1997 Teamster Human Rights Conference will be held Sept. 19-21 in Washington, D.C., and is open to all Teamster members and retirees. It is sponsored by the Teamster Human Rights Commission.

Conference participants will attend workshops and plenary sessions designed to provide information and develop strategies to strengthen our union by organizing Teamsters to fight discrimination and strengthen our union by increased membership involvement. Workshops will be offered in four tracks to provide for in-depth training in a topic that most interests each member:

- **Fighting for Justice.** Learn about your rights to fight discrimination on the job, in our communities, and in the union. How does discrimination work to divide working people and how much do those divisions economically benefit our employers? How do we take the steps to build solidarity and power in the workplace to overcome those divisions?
- **Building a Strong Union.** Learn how Teamster members can take workplace issues from contracts to grievances to work rules and use them to organize for unity and power on the job. How we go about making a strategic plan for our workplace and how we can create a member-to-member network to put our plans into action.
- **Teamster Officers in Action.** Local union officers will learn and discuss tactics they have used to fight back against discrimination in their locals. The power of building networks—member-to-member, labor-com-

munity, to other human rights groups—will be discussed. Focus will be put on organizing for the future and how the changing demographics of the workplace will guide our decisions about who we organize and who our organizers are.

- **A Strong Union Involves You.** This track will take an intensive focus on building our union's strength through organizing the unorganized. Members who are interested in getting involved in organizing but have little experience are especially encouraged to attend these sessions. Particular attention will be placed on organizing in communities of color and how the union can play a role in rebuilding communities by building economic power.

When registering, participants will choose one of the four tracks they wish to follow throughout the weekend. Each track will meet in three workshop sessions on Saturday and Sunday. A session on the Teamsters "Roadtrip" retirement planning workshop will also be available. Plenary sessions on Saturday will include an address by Teamster president Ron Carey, a slideshow on our "global economy", and presentations on issues related to organizing and immigration.

The conference will open on Friday at Teamster headquarters with a training session in lobbying techniques and information on current legislative issues. There will be a luncheon on Capitol Hill and the Government Affairs department will help locals and members set up appointments to meet with members of Congress.

Members who attended the Teamsters Civil Rights Conference two

years ago are eager to return for this event. That conference, the first-ever event of its kind in Teamster history, had an energy and feeling of solidarity that charged people up for action back in their locals.

All local unions have received a packet of information on the conference including flyers for posting in

the workplace and registration forms. Some locals are sponsoring members to attend by paying for registration and subsidizing travel costs for rank and file Teamsters.

Registration is \$50. To register or for more information, contact the Teamster Education Department at (202) 624-8724.

Response to Election Editorial

The following letter from Aaron Belk was published in the July 3 Wall Street Journal. An editorial by the Wall Street Journal had implied that Ron Carey's visit to the White House over Nafta legislation was a cover for a "personal agenda."

Belk is an International vice president and executive assistant to Ron Carey.

Your June 10 editorial "White House Pass" unfairly characterizes one recent visit to the White House by Ron Carey, president of the International Brotherhood of Teamsters. The visit, made with presidents of the AFL-CIO, Steelworkers, Machinists and Electrical Workers, was to review labor's strong opposition to fast track authority to expand Nafta. Suggesting that Mr. Carey had a personal agenda at the White House is simply false.

Mr. Carey, Teamsters president since 1992, has long been associated with a corruption-free, progressive union environment. In fighting for reform, he has antagonized old guard and Mafia-connected elements of the organization—and has been the target of bitter and aggressive vilification. Notwithstanding, Mr. Carey has established trusteeships in more than 70

local unions plagued by corruption and has organized the IBT's first Ethical Practices Committee. By redirecting millions of dollars of members' dues from outrageous multiple salaries and pensions for officials to programs to help locals compete for better contracts and to sustain strong anti-corruption guidelines, Mr. Carey has raised the standards of the IBT. For this reason, he is cooperating in every way with a federal investigation into specific and limited donations to his campaign. He has stated that this investigation will reflect his long-standing position of integrity and leadership. None of these facts were mentioned in your editorial.

Finally, while Mr. Carey has encouraged civic participation on the part of IBT members—including support of political candidates who care about decent wages, pensions, health benefits, job security and working conditions—he enjoys no "special relationship" with President Clinton. In fact, one of his strong disagreements with the President—over trade policy—was the reason for his participation in the recent White House meeting.

Campaign Mailing Delayed

Rerun Election Ordered in Baltimore Local 355

The Teamsters General Executive Board voted to overturn the decision of Joint Council 62 and ordered a rerun of last fall's officers' election in Baltimore Local 355. The board found that the incumbents violated the International's guidelines for conducting local union elections and the Landrum-Griffin Act when they caused a delay in their opponent's campaign mailing until well after ballots for the election had been mailed out.

At the nominations meeting, candidates on the reform slate asked Denis Taylor, the local's principal officer, when ballots would be mailed. They were simply told "as soon as possible." In fact, it was later discovered that the local had a signed agreement dated Oct. 24 with the AAA, who conducted the election, that ballots would be mailed on Nov. 6. Taylor and his

cohorts willfully withheld that information in order to gain an unfair advantage in the election.

Campaign literature from the incumbent slate of officers was mailed at the same time as the ballots while the reformer's literature did not go in the mail till Nov. 11, destroying its impact on those voters who marked their ballots within the first five days of receipt.

Federal law states that locals must mail campaign literature to members of the union from any candidates who are willing to pay for the cost of such a mailing. Furthermore, the local cannot censor or regulate the mailing's contents and it may not unreasonably delay a requested mailing or place unreasonable conditions on a mailing.

If you are planning to run for office, contact TDU for more information on your rights.

Hoffa's Mentor Subpoenaed

Feds Probe Detroit Local

On June 25 the news broke that federal prosecutors are investigating the alleged misuse of union funds in Detroit Local 337, the local headed by Larry Brennan. James Hoffa Junior serves as the Administrative Assistant to Brennan, who also heads Michigan Joint Council 43.

A grand jury has subpoenaed Local 337 records, after a union audit found that the officials gave themselves raises of \$5,200 a year after taking bonuses that were supposed to be in lieu of raises.

Other items of note that reportedly turned up in the Local 337 audit include:

- The local prepaid leases on 11 Lincoln Continentals in 1996, and also leases a GMC Yukon for over \$1,200 per month.
- During 1996 officials charged cell phone bills of \$35,000 to the local, without any monitoring of what the calls were for.
- Larry Brennan sometimes has two gasoline fill-ups on his union credit

card for the same day.

- Officials routinely conduct "meetings" at restaurants and bars and sometimes no one else is at these meetings.
- One official cost the local \$7,135 over and above normal insurance costs because of his DWI ticket. His drivers' license was also suspended.
- The local union, against written policy, paid to send a number of "guests" to the IBT convention without any stated purpose. Two of the guests received per diem of \$75 a day and also charged meals to the union credit card.

In the face of these alleged abuses, on top of the salary and bonus scam, Brennan and Hoffa spokesman Richard Leebove told the Associated Press that the federal probe was just "an effort to go after Teamster leaders who are opposed to Ron Carey." Hoffa has not commented on the matter.

Carey's own campaign is being investigated by a separate grand jury in New York.

Springfield, Ill.

Reform Presses On in Local 916

In June, the Teamsters General Executive Board (GEB) reaffirmed the guilt and increased the punishment of Willie Schrader, president and principal officer of Springfield, Ill., Local 916, for failing to bar a suspended member from a membership meeting. The board also ordered a rerun election for two trustee positions as a result of some improperly cast votes in the June 1996 election when the local came out of a trusteeship.

JC 65 found Schrader guilty of allowing a suspended member, Gary Newman, to attend a union meeting. At that meeting, the membership approved a motion by Schrader to give an antique gaming table in the local's possession to Newman. There was no evidence that the table belonged to Newman and the local's executive board was never asked to consider the matter.

In its decision the joint council fined Schrader \$100 for allowing Newman to

attend the meeting although it is not payable unless Schrader commits a similar offense in the future. A second charge that Schrader allegedly allowed a second suspended member to attend a membership meeting has yet to be ruled on. Schrader was fined \$200 for taking the motion on the gaming table straight to the membership without executive board approval. The joint council felt that because Schrader acted in good faith and quickly recovered the table from Newman and because he was relatively new to office a stiffer penalty was unnecessary.

Reform activists in the local found the penalties totally inadequate and appealed the decision of the joint council to the GEB. The GEB concurred, finding the joint council's penalty wholly insufficient and added on a one-month suspension from office for Schrader.

News of Schrader's suspension

brought some solace to TDU and reform leaders in the local. The trusteeship gave them a chance to start on some positive reform programs, but when Schrader won the principal officer's spot in the election, with a reform minded executive board beside him, the reformers' efforts were temporarily scuttled.

The reform forces are hoping to make a clean sweep in the next election in 1998 and remove the last elements of old guard leadership from their local. In the meantime, the GEB has ordered the local to rerun the race for two trustee positions.

NY Local 868 in Trusteeship

Sham Contracts, Abuse of Members' Rights

In June Ron Carey ordered a trusteeship of New York City Local 868, after receiving a report from the Independent Review Board (IRB) detailing a pattern of corruption.

"The officers turned their backs on the members and ran the local like a service for employers and mobsters," Carey said.

The IRB report's findings include:

- Many Local 868 contracts are sham deals whose only purpose is to provide union health insurance to employers.
- Local president Joe Moran travelled to Puerto Rico on a four day-holiday with two negotiators for Star In-

Prior to that election ABF freight underwent a major change of operations that severely scaled down the Springfield breakbulk facility. The change was completed before the election and some 80 freight Teamsters moved into Chicago Local 710. The IBT found that, mysteriously, eight members who should have transferred into Local 710 had not at the time of the election and thus improperly voted in the Local 916 election.

Those eight votes were enough to effect the outcome of a very close trustee race. Three trustee candidates will contest for two available positions.

Ethical Practices Committee Revamped

The International union's Ethical Practices Committee (EPC) has been revamped. There is a new independent administrator in place, as well as a professional investigator and a paralegal dedicated to the EPC.

The EPC investigates serious wrongdoing within the union and provides an internal mechanism for the Teamsters union to continue the drive to clean house. It was established by Ron Carey, in line with his reform program.

Previous International officials had bitterly denounced the concept of an EPC, saying there was no need for any internal house cleaning. IBT vice president and TDU co-chair Diana Kilmury first proposed establishment of an EPC at the 1981 IBT convention.

Impartial Administrator

The new administrator is labor attorney Mike Lewis. The investigator is Tom Schatz, who served on the New York Waterfront Commission. The EPC can also call upon International staff for help in investigating charges

or for expert help.

The change puts in place an administrator who is not a Teamster officer, and thus free from any appearance of being tied to the incumbent officers or any political group within the union.

TDU supported this concept when it was proposed as a constitutional change prior to the 1996 IBT convention. It was not acted upon there, due to convention disruptions.

If the administrator determines that a matter is serious enough to charge a member or officer, a hearing will then be held before a three-Teamster panel, with rank and file members and officers in the EPC panel pool. The EPC derives its authority from Article 19 Section 7 of the IBT constitution and it cannot act beyond those issues (for example, it has no power over employers).

Teamsters who want to bring matters to the attention of the EPC should send a letter describing the details (and hopefully evidence) or call 800-734-3314.

Two Years on the Picket Line

Newspaper Strikers Win at NLRB

Two thousand strikers at the Detroit News and Free Press chalked up a major victory at the National Labor Relations Board (NLRB) June 19. An administrative law judge ruled that the company refused to bargain in good faith and the strike was due to unfair labor practices. Under labor law, employers are compelled to take back ULP strikers offering to return to work, even if that means displacing scabs. The Detroit Free Press took back a handful of strikers after their back-to-work offer; none were reinstated at the Detroit News.

The NLRB ruling provided an added boost to the June 20-21 Action

Motown! rally in downtown Detroit. Tens of thousands of strike supporters came to the city to show Gannett and Knight-Ridder, owners of the Detroit papers, that the heat was still on and they should expect continued activity by the national labor movement on behalf of the Detroit workers.

On July 1 the NLRB approved seeking a Federal injunction to enforce the back-to-work offer. The 10(j) hearing will occur on July 31 in Detroit. If the injunction is granted and the expected appeal by the papers fails, it could put all the strikers, except those fired during the course of the strike, back on the job in a matter of weeks.

JC 1 Becomes Ohio's Largest

Cincinnati Local 100 has switched its affiliation to Joint Council 1, making it the state's largest. There are now 12 locals with 27,000 members in Joint Council 1.

JC 1 was established in March of 1996 as a new unit, with the International's Model Bylaws in place. It pays no multiple salaries to officers and saves local unions a considerable sum on the per capita dues they pay.

Nardi Charged with Perjury

Nick Nardi, president of Cleveland Joint Council 41, has been charged with perjury by federal prosecutors. He allegedly lied to the Independent Review Board (IRB) last October when he testified about his organized crime associations.

Nardi is a leader of the old guard faction in the Teamsters that backed James Hoffa Junior in last year's election. He also is a "junior" himself, coming from a powerful Teamster criminal family. His uncle, Jack Nardi, was blown up by a car bomb in the union parking lot in a mob squabble.

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

New release is expanded and fully updated. A vital resource for stewards and activists.

Price: \$9.95 each (postage and handling included).

Please send me _____ copies.

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Signature _____

TDU, LOCAL UNION NEWS

Salary Caps, Mail Ballot Elections, More ...

Bylaws Reform in St. Louis

Members of St. Louis Local 682 reaffirmed their support for a package of reform bylaws that features a salary cap for all union officials and the use of mail ballots for local union elections. These same bylaws, submitted by the Represent Us Now (RUN) caucus in Local 682, were originally passed at a general membership meeting in November 1994 after a vigorous campaign effort on both sides of the issues.

When the incumbent officers lost the vote, they concocted a scheme to vote

the bylaws at selected craft meetings until they had enough votes to turn the proposals down. That charade made it clearer than ever why a healthy dose of democracy was needed in the local.

Due to a series of technical and procedural errors from the original votes, the amended bylaws did not all go into effect with the beginning of a new term in January 1997. The International recommended a second vote, this time by secret mail ballot.

The second vote, supervised by the

International, had a turnout of nearly a third of the local's 2,000 members. The reform bylaw amendments passed with 70 percent approval. Though questions still remain about when some or all of these amendments will take effect, Roy White, Local 682 activist and leader of the RUN caucus, says, "The membership had its say. We're taking back our local from the executive board who ran the local to benefit themselves."

Salary Caps and Mail Ballots

A major bylaws change will specify limits on the salaries of full-time officials: \$65,000 for president, \$60,000 for secretary-treasurer, \$54,000 for VP or recording secretary, and \$48,000 for a business agent. Last year Local 682 president William Ferris made \$74,177 in salary alone, in a local with barely more than 2,000 members, most of whom work in construction trades.

Even before the second vote passed, pressure from the members coupled

with a steady decline in net assets over the past several years has led the local to reduce salaries, some of which already fall in line with the bylaw reforms.

A separate bylaw amendment makes the purchase and sale of all union owned or leased vehicles subject to the approval of the membership. Any sales of local vehicles will be made to members of Local 682 who can view the car during a weekend display and then make a bid for it.

Also adopted were amendments for mail ballot voting for local union office, conducted by an independent agency. Further reforms include a defined four-week vacation for all officers and staff and the elimination of a provision that allowed incumbents to rearrange their work schedules for 60 days prior to an election in order to campaign. All votes on bylaw amendments will be properly conducted only at a general membership meeting.

New York Local 277 Up to Old Tricks

A&P Workers Coerced Into 'Yes' Vote

New York Local 277 president Jasper Brown is up to his contract ratification tricks again.

In May, Brown negotiated a five-year agreement with A&P covering 300 Teamsters, but members balked at giving back paid time off and ending consecutive days off for workers hired after 1989. They rejected the offer.

Having faced rejection once, Brown took no chances when he approached a second ratification vote on June 14. Before the vote, Brown told members that the International had rejected the local's request for strike sanction. That meant, Brown said, that if members rejected the contract they would automatically be on strike and that they would be "standing alone."

Just one problem: Brown was lying through his teeth. He had already received word from the International that the local's request for strike sanction was being processed.

Despite Brown's threats and the impact from watching a number of New York/New Jersey area grocery warehouses leave town, the members still barely approved the contract 102-78. When they learned of Brown's deception, a group of furious members

launched a petition drive to call on the Ethical Practices Committee(EPC) to look into the incident.

This will be the second time the EPC has been called in on a faulty contract vote in the past six months. The shakedown at A & P follows Brown's manipulation of a contract vote at 4-C Foods in January. At 4-C Brown ratified a contract that members had voted down 46-34 by improperly invoking the two-thirds rule, in violation of the International Constitution.

Members Organizing

Members at 4-C Foods have been organizing ever since. In recent months they have successfully organized for a shop steward and grievance committee elections. They have filed more than a dozen grievances challenging the company's unfair discipline and retaliation against rank and file activists. And they got the EPC to initiate an investigation of the local.

Brown, who recently lost his re-election bid in JC 16, faces election in Local 277 this fall. Enraging the members at the two largest bargaining units in the local may mean an early retirement from Brown's local post as well.

Georgia Local 528

ConAgra Teamsters Win 5-Day Strike

Forty-four workers at ConAgra's feed mill in Gainesville, Ga., took on corporate greed and won. ConAgra is one of the largest agricultural corporations in the country. Despite healthy profits and hefty pay increases for top management, the company demanded major concessions from the workers who keep the chickens fed.

Corporate Greed

In negotiations, ConAgra demanded a three-year wage freeze and other concessions. The main issue targeted by Teamster members was better retirement benefits, but the corporate giant refused even moderate improvements in pension benefits.

"As part of the campaign to win a fair contract, we started by getting everyone to join the union," described Raymond Branch, an assistant BA in Atlanta Local 528. "We had to show the company that we stood united." ConAgra Teamsters showed the company they were serious by getting 100 percent participation. The union's real strength at the bargaining table comes from membership unity. A shop with free riders makes a weak union. But the company still didn't understand what Teamster unity means and did not drop their concessionary demands.

Rich and Powerful vs. Working Families

For the first time ever, ConAgra workers went on strike to save the American dream from corporate greed. ConAgra and all of the non-union chicken houses in the Gainesville area wanted to see the workers fail in

our fight for justice. The Hall County Sheriff's Department escorted the scab trucks and likely spent thousands of dollars of tax-payers' money to support the rich corporation in the labor dispute. Despite the overwhelming forces marshalled against our union, the workers stuck together.

The 44 members were not alone in their struggle for a fair contract settlement. Stewart Acuff, president of the Atlanta Labor Council, delivered the message to ConAgra that the 82,000 affiliated union members of the council supported striking Teamsters. An injury to one is an injury to all.

Not a single worker broke the line during the five-day strike. "The unity and determination displayed by our members at ConAgra makes me proud to be a Teamster," stated Local 528 president Ken Hilbish. "They won this fight against corporate greed for all of us, especially their brothers and sisters at Wayne Farm Feed Mill."

Union members at Wayne Farms are preparing to negotiate a new contract with their company. The current contract expires on July 31.

A Fair Settlement

By a vote of 36-3, workers voted to ratify a new three-year contract and return to work. The five-day strike won key contract improvements including better retirement and an eight percent wage raise. But most importantly, the strike won dignity and respect for the 44 ConAgra workers. Congratulations, you've won for all of us!

(Reprinted from the "Teamster 528 Organizer")

Convoy Dispatch Writing Contest

Convoy Dispatch aspires to provide the best coverage of the Teamsters union. We try to keep members informed of the major developments, contracts, union reform, etc. However, we know there are some stories that should be in *Convoy* that aren't. Often it's about the day to day fight on the shopfloor and in the locals. Maybe some people would say that it's of little interest. *Convoy Dispatch* disagrees. We want YOU to be our correspondent on the scene. Your stories, and what we can learn from them, are important.

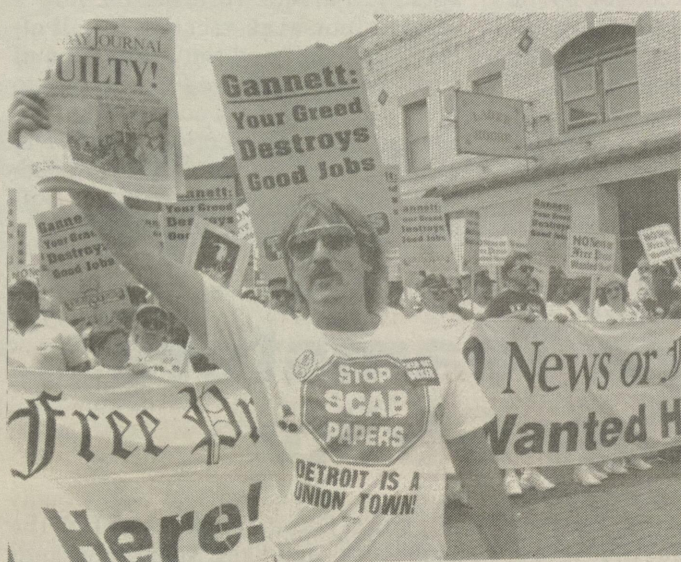
To promote some rank & file journalism, we're launching a contest.

Take a story of interest to Teamsters and turn it into a brief news article. Don't worry if it's not perfect, we'll work with you. It could be on:

- the dumbest thing our boss did
- how we saved a Teamster's job
- how we protected our rights
- etc., etc.

Submit your entry before Aug. 15, 1997. A blue-ribbon panel of literary stars (the TDU staff) will select three winners from the entries. Those three winners will each receive a three-year TDU membership or renewal. This contest is open to all Teamsters. If you would like more information, contact TDU at (313) 842-2600.

Teamsters in Action



Solidarity in Detroit

Detroit newspaper workers, including many Teamsters, are currently locked out after going on strike over two years ago. A large Teamster contingent joined with over 50,000 other supporters on June 21 in Detroit to send a message to Gannett and Knight Ridder, who own the two Detroit papers, that Detroit is a union town, and the labor movement is alive and well.

The TDU International Steering Committee met in Detroit on June 22 to enable its members to attend the rally.

YES I am interested in attending the TDU Rank & File Convention. Send me a brochure with more information as soon as they become available.

Name _____

Address _____

City _____

State _____ Zip _____

Local _____ Phone _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

TDU Rank & File Convention

Nov. 21-23, 1997

Sheraton Cleveland City Centre

Join with active Teamsters from across North America at the TDU Rank & File Convention in Cleveland on Nov. 21-23.

The convention is the opportunity for Teamster leaders and members to meet and share strategies and ideas.

It is an opportunity for new activists—members who want to get more involved in our union—to find out what they can do, and learn the skills they need to do it.

The convention will feature many educational workshops on topics ranging from your rights on the job to the future direction of our union. Craft meetings will be held to plan national strategies, to share the lessons of the ongoing UPS contract campaign and prepare for the upcoming freight negotiations.

The convention is also a chance to see old friends and make new ones, to build networks of solidarity, and to energize ourselves.

Active Teamsters from every region, officers, rank and file members and Teamster staff will be there. What about you?



Organizing the Unorganized

Strawberry workers were joined by over 25,000 supporters on April 13 in Watsonville, Calif. The United Farm Workers and the Teamsters have joined in a campaign to organize strawberry workers. The two unions are also working together to organize apple workers in Washington state. Teamsters active in these struggles will be at the TDU Convention in Cleveland.